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Attachment 12

Inspector General's Recommendation Number 7a, page 71

Recommended DCI Action: Approve as modified

Inspector General's Statement

Recommended that:

DCI issue instructions that Agency Regulations be amended by adding new provisions (a) directing the Deputy Directors to identify the categories of employees for whom specified degrees of language proficiency are required and to tie these standards of proficiency into promotion practices, and (b) directing the Deputy Directors to identify those positions, or that proportion of positions, in each overseas station that may be filled only by individuals who possess, to the degree specified, the language commonly used in the general area of that station.

DD/P Comment

Concur in principle. We are concerned with the state of language competence in the Clandestine Service and generally agree with the tenor of the Inspector General's conclusion and recommendation. A review of language requirements, branch by branch and Station by Station has been begun in several Divisions and will be continued through all of them. Our reservations regarding a literal application of this recommendation are based on a reluctance to assign an absolute value to language qualifications and on a recognition that however valuable language ability is, it is but one of several qualities required in an operations officer. As observed above, we are proceeding to identify those positions for which language proficiency is required. Once these requirements are established, we would propose to give careful consideration to language qualifications in promotion actions and in overseas assignments. In some cases the language factor should be decisive but we would oppose an interpretation of this recommendation so rigid as to inhibit our giving due weight to factors of experience and other than linguistic ability in assignments in which such factors might properly take precedence.

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